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ABSTRACT

Designed for teams evaluating the reading component of teacher education programs, the guidelines in this paper contain statements to use in determining the degree of understanding that students in teacher education programs have regarding 30 concepts and techniques relating to reading development. The statements are grouped according to the following areas: reading concepts, diagnostic teaching and evaluation, reading materials, reading skills, psychological and pedagogical principles, and the relation of reading to the larger educational community. The items are arranged so that responses to each (from program director, faculty, students, and dean or other persons interviewed) can be displayed on the same page. In addition to the guidelines, this publication presents a history of the evolution of the guidelines, offers notes to aid evaluators in ascertaining students' levels of awareness and proficiency regarding each of the 30 statements, and provides definitions of selected terms used in the guidelines. (GW)

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GUIDELINES FOR TEAMS

EVALUATING THE READING COMPONENT OF TEACHER EDUCATION PROGRAMS

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Foreword

Each certification candidate shall demonstrate the ability to assess and improve reading... skills and/or make appropriate referrals.

— General Standard VIII f

In recent months, Secretary of Education Caryl M. Kline has expressed concern for the need to have literate children in the State of Pennsylvania. Others expressing similar concerns include Dr. Ronald Corrigan, Director, Bureau of Teacher Certification. In an address before the Keystone State Reading Association Board of Directors, Dr. Corrigan noted the minimum level of preparation in reading required of elementary and secondary school teachers in Pennsylvania.

To help meet these concerns, changes relating to developmental reading have been recommended in the form of an amendment to Regulation Chapter 5: Curriculum Requirements of the State Board of Education. The changes include more emphasis on developmental reading with attention to life-time reading habits.

In order to implement the proposed changes, teachers will need to be better prepared. Supportive services will also be needed in order for there to be a total commitment and impact on the school-wide curriculum.

To help teacher education institutions meet the concerns about reading performance that have been expressed, the Pennsylvania Professional Standards and Practices Commission requested the Keystone State Reading Association to develop Guidelines for Teams Evaluating the Reading Component of Teacher Education Programs in Colleges and Universities in Pennsylvania.

The following is a brief history of the evolution of the Guidelines.

HISTORY

Spring 1973

President of K.S.R.A., Dr. Alice Louise Davis, created a Task Force for Secondary Reading. Mr. Louis A. Oliastro was appointed Chairperson.

Fall 1973

President Herbert Wartenberg charged the Secondary Reading Task Force to investigate practices in Secondary Reading in the State of Pennsylvania and make recommendations. The committee established a four-stage target:

1. Fact Finding
2. Recommendations
3. Dissemination of Information
4. Implementation

January 1974

Five centers were created to conduct a pilot study concerning problems in Secondary Reading. They were:

Northwestern Penna.	-	William McKay - Chairperson
Southwestern Penna.	-	Anthony Saludis - Chairperson
Central Penna.	-	Richard Zerby - Chairperson
Northeastern Penna.	-	Louise Stabler - Chairperson
Southeastern Penna.	-	Beatrice Levin - Chairperson

The Chairpersons in each center were to conduct surveys, meet and discuss with local school personnel and report findings in March 1974.

March 1974

The Task Force met and presented results of the survey. Based on the findings of the survey a questionnaire was developed and disseminated to seventy-five percent of the school districts in Pennsylvania. Eighty percent of the participants responded to the survey.

August 1975

The final report of the Secondary Reading Task Force was presented to the K.S.R.A. at Bloomsburg State College. The President presiding was Dr. Margaret Sponseller. A motion was passed to share the findings with the Pennsylvania Professional Standards and Practices Commission and John Pittinger, Secretary of Education.

October 1975

The Task Force met with the Pennsylvania Professional Standards and Practices Commission. The Commission expressed interest and urged K.S.R.A. to develop specific recommendations.

Fall 1976

The Task Force presented the following recommendations to the Commission:

I. Pre-Service Training

- A. Undergraduate students should be provided with more instruction in teaching secondary reading--possibly a requirement of at least two courses or equivalent.
- B. Existing secondary courses in our colleges and universities in Pennsylvania should be evaluated and refined to provide more relevant preparation for students.

II. In-Service Training

- A. Massive in-service programs need to be implemented for all Secondary teachers until the need is satisfied.
- B. The K.S.R.A. could provide a network of in-service workshops to meet this need.

III. Existing Public School Reading Programs

- A. Reading Supervisors are needed in the Secondary Schools to provide leadership for existing programs.
- B. More Reading Specialists are needed at the Secondary level.
- C. A review of the present Junior High Developmental Reading Program is needed.
 - 1. Curriculum should include:
 - a. Study Skills
 - b. Critical reading
 - c. Reading textbooks
 - d. Speed reading
 - e. Predicting test items
 - 2. Reasonable class size is needed.
 - 3. More staff is indicated.

Spring 1977

The Pennsylvania Professional Standards and Practices Commission contracted with K.S.R.A. to prepare guidelines for teams evaluating the reading component of teacher education programs in colleges and universities in Pennsylvania to comply with Standard VIII of the General Standards. Dr. Jerry Fidler, President of K.S.R.A., appointed Louis Oliastro to chair this committee.

Summer 1977

A committee was formed to prepare these guidelines. Dr. Allen Berger and Dr. Margaret Sponseller were appointed co-chairpersons of the Writing Committee. The guidelines were completed, approved by the committee, approved by the K.S.R.A. and presented to the Pennsylvania Professional Standards and Practices Commission. The guidelines were examined by a number of classroom teachers, future teachers, and reading specialists in various parts of the Commonwealth.

Fall 1977

The guidelines were approved by the Pennsylvania Professional Standards and Practices Commission.

Preface and Acknowledgments

The field of education is caught in a trap of history. Arguments that should have been made when funds were plentiful were not made and this negligence has resulted in the rich professions growing richer, and the poorer professions fighting to preserve what they have.

The gap widens steadily and caught in the middle are the citizens who want something out of their tax dollar for education. This "something" is many things to people—a good job, a good life, a way of living... Underlying these needs and movements is the desire of our citizens to be able to read well and intelligently.

Just as there are thousands of people who want to read but cannot, there are thousands who can but do not read, giving rise to a peculiar class of illiteracy.

While students have the right to read, they also have the right not to read materials that are slanted, distorted, misleading and libelous to the many viable ethnic groups in this great Commonwealth.

It is in the spirit of these ideas that we present a framework to serve those who serve all of us by giving of their time and effort to help evaluate college and university programs in the Commonwealth of Pennsylvania.

This guide could not have been prepared without the encouragement and suggestions from the Keystone State Reading Association, the Pennsylvania State Education Association and the Pennsylvania Right to Read Effort.

Special thanks for their suggestions and encouragement are extended to Dan Austin, Director, Pennsylvania Professional Standards and Practices Commission, and William D. Kautz, Chief, Division of Teacher Education, Bureau of Academic Programs, Department of Education, Commonwealth of Pennsylvania.

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January 10, 1978

Introduction

The following guide contains thirty statements to detect the degree of understanding that students have about concepts and skills relating to reading development (e.g., Items 1-5, Reading Concepts; Items 6-10, Diagnostic Teaching and Evaluation; Items 11-14, Reading Materials; Items 15-19, Reading Skills; Items 20-24, Psychological and Pedagogical Principles; and Items 25-30, The Relation of Reading to the Larger Educational Community).

For evaluator ease, the thirty items are arranged so that responses to each, from director, faculty, students and any others interviewed, can be displayed on the same page. Through this arrangement, the evaluators can consider not only the responses, but the perceptions of those involved in the program.

The team member is reminded that this evaluation occurs on two levels; i.e., the assessment of the program and the determination of students' competencies within the program.

One of the problems arising in forming guidelines for evaluating the reading component of teacher education programs is the degree of competency or awareness necessary for the different roles that educational personnel will follow. There are three basic roles: (1) prospective teachers, nursery through secondary; (2) administrators; and (3) resource personnel.

Evaluators must keep these roles in focus and be flexible in assessing the degree of proficiency for each role. It is important to remember that some of the items may not apply to some of the roles.

Evaluators should note in the space for comments the degree of competency as it relates to the role of the prospective teacher, administrator, or resource personnel.

Notes to Guide

In interviewing undergraduate and graduate students, the team members should ascertain the level of awareness or proficiency as determined by the professional roles. Such roles include pre- and inservice teachers (N-3, 4-6, 7-9, 10-12), administrators, and support services such as counselors, librarians, nurses, and psychologists. The evaluator must keep these roles in focus and be flexible in assessing the degree of proficiency for each item.

Reading Concepts

1. Students are aware of a variety of reading definitions and their relationship to the reading communication arts process.

Do course outlines indicate that the definitions are taught? Are students able to provide the evaluator verbal descriptions of several definitions? Do they know the Comprehensive Reading Communication Arts Plan of the Pennsylvania Department of Education?

2. Students understand their roles in relationship to the overall reading program.

Do students appear to realize the seriousness of teaching reading and demonstrate an awareness that the primary responsibility for teaching reading to children is theirs?

3. Students have an understanding of language as related to reading development.

Students understand that language is one of the key influences on intellectual development and would emphasize the value of language experience in teaching reading.

4. Students have an understanding of psycholinguistics as related to reading development.

Students are familiar with the concept of miscue analysis and indicate knowledge of the psycholinguistic construct or models established by such individuals as Chomsky, Goodman, Kirk, McCarthy, etc.

5. Students understand the concept of individualized learning and/or individualized instruction and are capable of various kinds of classroom organization.

Do course outlines indicate that individualized learning and instruction are emphasized? When asked to define the meaning of the above, are students articulate?

Diagnostic Teaching and Evaluation

6. Students understand diagnostic teaching and/or teaching diagnostically.

In conversations with students regarding their knowledge of diagnosis, do they appear to understand that diagnosis is an on-going process requiring serious observation of children while in the reading act and do they realize that diagnostic teaching is a desired skill also?

7. Students are aware of the positive and negative aspects of standardized reading tests.

The evaluator can ask for names of specific tests and, in further questioning, determine if students understand their strengths and weaknesses.

8. Students are familiar with informal assessment techniques.

Course outlines should indicate that students know how to make and use informal reading inventories. There should be evidence that students are able to apply readability formulas.

9. Students are knowledgeable about strengths and limitations of individual and group intelligence tests.

The evaluator should ask the students to name specific tests and what information was gathered from the tests.

10. Students are able to assess the needs of users of other dialects or languages.

How sensitive are students to the needs of those who use dialects or languages differently? Do they understand the special problems that some of these children may have in school?

Reading Materials

11. Students have an understanding of the impact of the materials on the value and beliefs of children.

Students demonstrate an understanding of proper guidance in book selection for diverse groups of readers (e.g., bibliotherapy, racial and ethnic differences, etc.).

12. Students have an understanding of pedagogical and psychological principles in reading materials for elementary and secondary students.

Students need to have an awareness of child development in this particular instance. If they have had courses in child psychology and children's literature, adolescent psychology and adolescent literature, this competency probably has been met. Otherwise, the evaluator will need to formulate specific questions about student knowledge of the above competency (e.g. Do girls usually like the same books as boys? vice versa?)

13. Students have read current and classic selections of (a) children and (b) adolescent literature.

Specific questions should be asked as to what books students have read.

14. Students have access to good (a) curricular and (b) professional libraries.

The evaluator should investigate the college library as well as collections housed in the department being evaluated.

Reading Skills

15. Students are proficient in teaching word recognition skills.

Students should demonstrate a knowledge of such concepts as sight words, phonics, configuration, syllables, structural analysis, context clues, dictionary skills, etc. Word recognition skills are referred to as word analysis skills in certain parts of Pennsylvania.

16. Students are proficient in developing vocabulary and concepts.

Students should understand that vocabulary is taught by pulling the central words together in the directed reading activity, use of dictionary for connotative and denotative meaning, and many other ways.

17. Students are proficient in improving aspects of comprehension.

(a) literal (b) interpretive (c) applied (d) rate and flexibility

Students could be asked to define the above and tell how they would teach them. Course outlines should be investigated to indicate that these principles of comprehension are given their due.

18. Students are proficient in teaching thinking and study skills.

Students demonstrate a knowledge of such concepts as SQ3R. (survey, question, read, recite, review), scheduling time, locational skills, independent study habits.

19. Students are proficient in teaching skills 15 thru 18 in the content areas.

If it is determined that students are proficient in 15-18, then the evaluator need only ask students questions as to how they would implement the above skills in the content areas.

Psychological and Pedagogical Principles

20. Students understand basic learning principles relating to children and adolescents.

Evidence of courses in each student's background relating to growth and development of the child and adolescent seems necessary.

21. Students understand the concept of readiness at all levels of the curriculum.

When asked to define readiness, the student should indicate that readiness is an ongoing thing; that is to say, each area (N-3, 4-6, 7-9, and 10-12) is preparation for the next stage.

22. Students can apply sustained silent reading appropriately at all levels of the curriculum.

Students should know the underlying bases for uninterrupted sustained silent reading and how to apply it in the classroom.

23. Students are proficient in teaching strategies such as the directed reading activity, directed reading-thinking activity, and instructional framework.

Students should be able to explain the strength of following the directed reading inventory (or directed reading activity) in their day-to-day teaching of reading.

24. Students understand terminology such as (a) developmental, (b) corrective, (c) remedial, and (d) learning disabilities.

See definitions of terms.

Relation of Reading to the Larger Educational Community

25. Students are able to make referrals to other professionals.

Students demonstrate a knowledge that teaching is a cooperative venture. They should know that a child encountering difficulties in reading might be referred to the reading specialist, speech therapist, school psychologist, etc., and be able to define the symptoms which identify a need for referral and describe the procedures that must be used to make referrals (e.g., principal, parent must be first contact).

26. Students are able to select materials, including textbooks.

Which means are used to gather this information? How is the information used to benefit education?

27. Students are active (a) readers, and (b) users or writers of research.

Students should be able to name journals that they have read from during their training (e.g., Reading Research Quarterly, Academic Therapy, Journal of Learning Disabilities, American Education English Journal).

28. Students are (a) capable of integrating reading with the other language arts and (b) have been taught in a program that does so.

Students indicate a knowledge that reading is only one part of the spectrum. They must know that writing, listening and speaking also have great importance. Are they prepared to teach composing? language patterns? responses to literature?

29. Students appreciate the need for positive parent-teacher-student interaction.

Without the support and cooperation of parents, much work will be to little avail. Ways of involving parents and their children in the teaching-learning process should be clearly enunciated.

30. Students have an understanding of the place the reading/language program has in the educational role of the rest of the college or university and to the larger educational mission of the Commonwealth.

Students offer a philosophy that indicates that a literate, educated population is the foundation of our democratic ideals and that reading critically and with ease is the bedrock of that educated, free society.

GUIDELINES FOR TEAMS
EVALUATING THE READING COMPONENT OF TEACHER EDUCATION PROGRAMS
IN COLLEGES AND UNIVERSITIES IN PENNSYLVANIA

Evaluate the reading component according to the following criteria:

- O - not in evidence
- W - written into objectives and course outlines but not practiced
- C - coverage in the programs is inconsistent
- A - adequate coverage in the program
- E - excellent coverage in the program
- NA - not applicable

<u>Points of Consideration</u>	<u>Director Response</u>	<u>Faculty Response</u>	<u>Students Response</u>	<u>Dean or Other Response</u>
READING CONCEPTS				
1. Students are aware of a variety of reading definitions and their relationship to the reading communication arts process.	O W C A E N A	O W C A E N A	O W C A E N A	O W C A E N A
2. Students understand their roles in relationship to the overall reading program.	O W C A E N A	O W C A E N A	O W C A E N A	O W C A E N A

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<u>Points of Consideration</u>	<u>Director Response</u>	<u>Faculty Response</u>	<u>Students Response</u>	<u>Dean or Other Response</u>
3. Students have an understanding of language as related to reading development.	O W C A E N A	O W C A E N A	O W C A E N A	O W C A E N A
4. Students have an understanding of <u>psycholinguistics</u> as related to reading development.	O W C A E N A	O W C A E N A	O W C A E N A	O W C A E N A
5. Students understand the concept of individualized learning and/or individualized instruction and are capable of various kinds of classroom organization.	O W C A E N A	O W C A E N A	O W C A E N A	O W C A E N A
DIAGNOSTIC TEACHING AND EVALUATION				
6. Students understand diagnostic teaching and/or teaching diagnostically.	O W C A E N A	O W C A E N A	O W C A E N A	O W C A E N A

<u>Points of Consideration</u>	<u>Director Response</u>	<u>Faculty Response</u>	<u>Students Response</u>	<u>Dean Or Other Response</u>
7. Students are aware of the positive and negative aspects of standardized reading tests.	O W C A E N A	O W C A E N A	O W C A E N A	O W C A E N A
8. Students are familiar with <u>informal assessment techniques</u> .	O W C A E N A	O W C A E N A	O W C A E N A	O W C A E N A
9. Students are knowledgeable about strengths and limitations of individual and group intelligence tests.	O W C A E N A	O W C A E N A	O W C A E N A	O W C A E N A
10. Students are able to assess the needs of other dialects or languages.	O W C A E N A	O W C A E N A	O W C A E N A	O W C A E N A

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Points of
Consideration

Director Response

Faculty Response

Students Response

Dean
Or Other Response

READING MATERIALS

11. Students have an understanding of the impact of the materials on the value and beliefs of children and youth.

O W C A E N A

O W C A E N A

O W C A E N A

O W C A E N A

12. Students have an understanding of pedagogical and psychological principles in reading materials for elementary and secondary students.

O W C A E N A

O W C A E N A

O W C A E N A

O W C A E N A

13. Students have read current and classical selections of (a) children and (b) adolescent literature.

(a) O W C A E N A
(b) O W C A E N A

(a) O W C A E N A
(b) O W C A E N A

(a) O W C A E N A
(b) O W C A E N A

(a) O W C A E N A
(b) O W C A E N A

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<u>Points of Consideration</u>	<u>Director Response</u>	<u>Faculty Response</u>	<u>Students Response</u>	<u>Dean Or Other Response</u>
14. Students have access to good (a) curricular and (b) professional libraries.	(a) O W C A E N A (b) O W C A E N A	(a) O W C A E N A (b) O W C A E N A	(a) O W C A E N A (b) O W C A E N A	(a) O W C A E N A (b) O W C A E N A

READING SKILLS

15. Students are proficient in teaching word recognition skills.	O W C A E N A	O W C A E N A	O W C A E N A	O W C A E N A
16. Students are proficient in developing vocabulary and concepts.	O W C A E N A	O W C A E N A	O W C A E N A	O W C A E N A
17. Students are proficient in improving aspects of comprehension. (a) literal (b) interpretive (c) applied (d) rate and flexibility	(a) O W C A E N A (b) O W C A E N A (c) O W C A E N A (d) O W C A E N A	(a) O W C A E N A (b) O W C A E N A (c) O W C A E N A (d) O W C A E N A	(a) O W C A E N A (b) O W C A E N A (c) O W C A E N A (d) O W C A E N A	(a) O W C A E N A (b) O W C A E N A (c) O W C A E N A (d) O W C A E N A

<u>Points of Consideration</u>	<u>Director Response</u>	<u>Faculty Response</u>	<u>Students Response</u>	<u>Dean Or Others Response</u>
18. Students are proficient in teaching thinking and study skills.	OWCAENA	OWCAENA	OWCAENA	OWCAENA
19. Students are proficient in teaching skills 15 through 18 in the content areas.	OWCAENA	OWCAENA	OWCAENA	OWCAENA

-19-

PSYCHOLOGICAL AND PEDAGOGICAL PRINCIPLES

20. Students understand basic learning principles relating growth and development to children and adolescents.	OWCAENA	OWCAENA	OWCAENA	OWCAENA
21. Students understand the concepts of readiness at all levels of the curriculum.	OWCAENA	OWCAENA	OWCAENA	OWCAENA

Points of
Consideration

Director Response

Faculty Response

Students Response

Dean
Or Other Response

22. Students can apply sustained silent reading appropriately at all levels of the curriculum.

O W C A E N A

O W C A E N A

O W C A E N A

O W C A E N A

23. Students are proficient in teaching strategies such as the directed reading activity, directed reading-thinking activity, and instructional framework.

O W C A E N A

O W C A E N A

O W C A E N A

O W C A E N A

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RELATION OF READING TO THE LARGER
EDUCATIONAL COMMUNITY

25. Students are able to make referrals to other professionals.

O W C A E N A

O W C A E N A

O W C A E N A

O W C A E N A

26. Students are able to select materials, including textbooks.

O W C A E N A

O W C A E N A

O W C A E N A

O W C A E N A

<u>Points of Consideration</u>	<u>Director Response</u>	<u>Faculty Response</u>	<u>Students Response</u>	<u>Dean Or Other Response</u>
27. Students are active (a) readers and (b) users of research.	(a) O W C A E N A (b) O W C A E N A	(a) O W C A E N A (b) O W C A E N A	(a) O W C A E N A (b) O W C A E N A	(a) O W C A E N A (b) O W C A E N A
28. Students are (a) capable of integrating reading with the other language arts and (b) have been taught in a program that does so.	(a) O W C A E N A (b) O W C A E N A	(a) O W C A E N A (b) O W C A E N A	(a) O W C A E N A (b) O W C A E N A	(a) O W C A E N A (b) O W C A E N A
29. Students appreciate the need for positive parent-teacher-student interaction.	O W C A E N A	O W C A E N A	O W C A E N A	O W C A E N A
30. Students have an understanding of the place the reading/ language arts program has in the educational role of the rest of the college or university and to the larger educational mission of the Commonwealth.	O W C A E N A	O W C A E N A	O W C A E N A	O W C A E N A

DEFINITIONS OF SELECTED TERMS
USED IN THE GUIDELINES

Language: An established system of communication by means of written or spoken symbols.¹

DRA: Teacher-guided reading activity characterized by use of specific problems, questions, and references.²

Corrective Reading: Remedial activities carried on by a regular classroom teacher within the framework of regular class instruction.³

Remedial Reading: Remedial activities taking place outside the framework of class instruction; usually conducted by a special teacher of reading.⁴ A case of severe reading retardation possibly characterized by an associative learning disability, inadequacies in memory span, deficiencies in concept formation, neurological or emotional complications, etc. Requires clinical treatment with special techniques.

Developmental Reading: Reading instruction designed to develop systematically the skills and abilities considered essential at each grade level.⁵

Teaching Diagnostically: The process of prescribing for pupils learning opportunities based on individually determined needs and objectives.⁶

Slow Learner: (1) A child who exhibits slight intellectual retardation, requires adaptations of instruction, and is slightly below average in learning ability; usually remains in regular class. (2) In terms of intelligence quotient (I.Q.), a pupil who falls within the range from 75 to 89.⁷

¹D. G. Schubert and T. R. Torgerson, A Dictionary of Terms and Concepts in Reading. Springfield, Illinois: Charles C. Thomas, 1964, p. 133.

²Ibid., p. 6.

³Ibid., p. 204

⁴Ibid., p. 210.

⁵Ibid., p. 205

⁶Carter V. Good, Dictionary of Education. New York: McGraw-Hill, 1975, p. 589.

⁷Ibid., p. 332.

Psycholinguistics: The discipline concerned with the study of the relations between communications or messages and the cognitive or emotional states of the persons who communicate; specifically, the study of language as related to the general or individual characteristics of the users of language with emphasis upon underlying causes of language behavior and its effects on other activities of the person, thus having implication for other fields of psychology: an interdisciplinary field.⁸

Learning Disabilities: Children with special learning disabilities exhibit a disorder in one or more of the basic psychological processes involved in understanding or using spoken or written languages. These may be manifested in disorders of listening, thinking, talking, reading, writing, spelling or arithmetic. They include conditions which have been referred to as perceptual handicaps, brain injury, minimal brain dysfunction, dyslexia, developmental aphasia, etc. They do not include learning problems which are due primarily to visual, hearing, or motor handicaps, to mental retardation, emotional disturbance, or to environmental disadvantage.⁹

Concepts: (1) An idea or representation of the common element or attribute by which groups or classes may be distinguished; (2) any general or abstract intellectual representation of a situation, state of affairs, or objects; (3) a thought, an opinion, an idea, or mental image.¹⁰

Study Skills: Any special ability used in study, such as reading, outlining, summarizing or locating materials.¹¹

Readability: The quality of a piece of reading matter that makes it interesting and understandable to those for whom it is written, at whatever level of educational experience.¹²

Individualization: (1) The organization of instructional material in a manner that will permit each student to progress in accord with his own abilities and interests; (2) the provision of instructional guidance and assistance to individual pupils in accordance with their needs.¹³

⁸Ibid., p. 456.

⁹P.L. 91-230, passed in 1969. Definition given by National Advisory Committee in USOE.

¹⁰Carter V. Good, op. cit.

¹¹Ibid., p. 537.

¹²Ibid., p. 471

¹³Ibid., p. 305

¹⁴Russell G. Stauffer, Directing Reading Maturity as a Cognitive Process. New York: Harper & Row, 1969, pp. 39-40.

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